

GAY-GLOS

supporting LGBT people, their families & friends



Annual Report 2015/2016

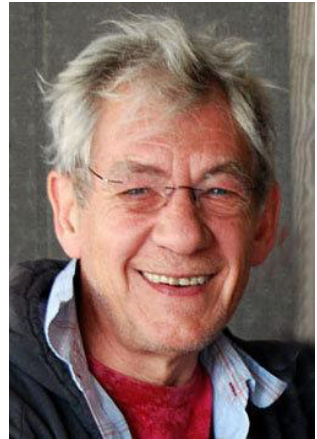
***Trustees: Robin Agascar MBE, Marcus Essabri,
Clive Stevens, Maggie Powell, Ian Vesty***

Registered Charity Number: 1149572
c/o 153 Bristol Road, Quedgeley, Gloucester, GL2 4PQ
www.gay-glos.org admin@gay@glos.org

Patron: Sir Ian McKellen
07903 472899

Overview

The 26th year of GAY-GLOS has seen little change from the previous year in our delivered services. We have continued to receive a modest number of contacts for support by email and telephone, our starting point in 1990. Our primary focus has remained on young people. We remain an important contributor to the voluntary and community sector in the county, maintaining our ongoing involvement in the reduced opportunities for local strategic engagement.



Our Patron, Sir Ian McKellen

The end of the year saw the sudden announcement of the closure of GAVCA (Gloucestershire Association for Voluntary and Community Action), where our telephone line has been hosted for the last few years since we disposed of our office. With the number of calls to it continuing to fall, and no obvious location available to relocate to, the decision was taken to shut down the 01452 306800 number and replace it with a mobile phone (07903 472899). The landline Helpline number had been in the public domain for 26 years and for an interim period it will be retained to give out a call redirection message.

Our personal support for individual clients and third-party agencies remains important to us. Via telephone and email, there have been some valuable contacts, all of whom have been very appreciative of the support and information they have received.

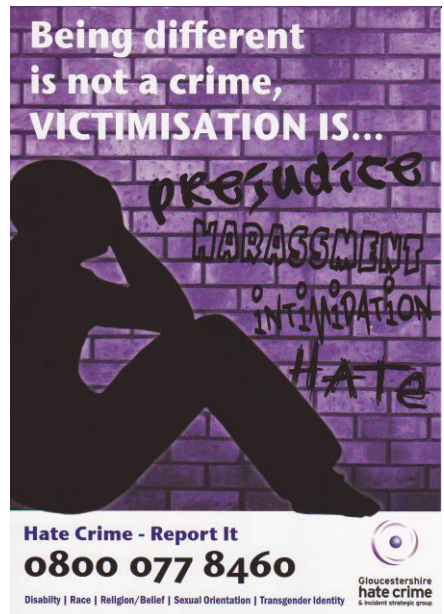
We have continued our work with young people in schools, colleges and other youth settings. Our 'GAY-GLOS Youth', our social group for young (14-18year old) LGB&T (lesbian, gay, bisexual and transgender) young people and those exploring their sexual orientation or gender identity, has continued to be well-supported and valued by its growing membership.

Strategic Engagement

Despite continued reductions in the opportunities for cross-sector engagement and cuts to the Voluntary and Community Sector, we have maintained our involvement in a range of countywide and local district initiatives. These have included:-

Cheltenham LGBT Partnership; Hate Crime and Incidents Groups at County and District levels (chair in Forest & Gloucester); Safer Gloucester Leadership Group; Sexual Health Strategic Partnership Group; Gloucestershire Suicide Prevention Partnership Forum; and the following VCS Alliance meetings: VCS Youth Forum; VCS Health and Wellbeing Forum; and VCS Stronger and Safer Communities Group.

We have played a significant role in the development of Countywide Hate Crime Strategy as key members of the Strategic Working Group. As part of the 3rd Party Reporting Scheme we have provided considerable support to the project and delivered training to organisations to raise awareness of Hate Crime and Incidents and role they can play in becoming 3rd Party Reporting Routes. Initially this was to groups based in Gloucester but roll-out began more widely across the county in the second half of the year.



Total time spent on these activities was over 300 hours in compared to 200 hours in 2014-15. At just over 85 meetings and events attended, numbers were considerably up on the 60⁺ of the previous year. Many of these related to the work on Hate Crime.

Schools and Colleges

We continued our delivery and individual support across a range of schools and colleges which has always been well received by staff and students. It has regularly scored highly in students' evaluations of their school's programme of input. Sessions in all schools are delivered within their Personal, Social & Health Education programmes, though these are run differently in each location.

Schools have included: Marling; Newent Community School; Severnvale School; the Russet House Pupil Referral Unit (PRU); Rednock School in Dursley delivery to all year 10 students (10 sessions); Cotswold School (year 12); and to Churchdown School's yr 12 "Possibilities Week".



Year 9 pupils at Severnvale School engaging in a GAY-GLOS Session during a "Healthy Lifestyles Day"

Sessions are very interactive with pupils encouraged to share their opinions and attitudes to people who are LGBorT and to challenge negative stereotypes. Most have already booked sessions again for 2016/17.

Once again we had a presence at the "Freshers Fayres" on the Cheltenham, Gloucester and Forest of Dean campuses of Gloucestershire College and on the Stroud College site of South Gloucestershire and Stroud College in September 2015. We also had a presence at Hartpury College's "WellFest" in October.

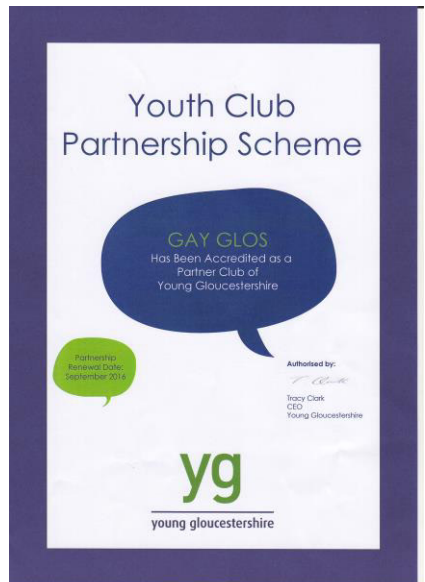


“GAY-GLOS Youth”

The key aim of “GAY-GLOS Youth” is to give young LGB&T people a sense of identity and belonging, helping them to grow in confidence, self-esteem and happiness. Through it, young people who are involved are better able to support each other and to feel part of, and active citizens within, the variety of communities in which they live. This has been our focus since the group started in July 2012. As an accredited Partner Club of Young Gloucestershire, approaching the end of 4 highly successful years, the group continues to fully meet its objectives.

It has funding from the Police and Crime Commissioner’s Fund until March 2017 and has received additional funding from the Gloucester City Council Youth Budget. We are now firmly established in a permanent hired “home” after the loss of two venues within the first 18 months of the group starting.

Our paid youth worker provided through Youth and Community Services, who had become well embedded in the group, went on maternity leave in the late summer. For the fourth time in 3 years the group has faced the challenge of getting used to a new youth worker but has coped well with the change.



A team of 8 volunteers assists in the planning and running of sessions.

Safety and confidentiality are crucial and all prospective members continue to be 'interviewed' as an induction into the ethos of the group and to sign up to its rules. This has given great confidence to the young people who have joined, and also to the parents of those who are out to them, that the group is well run and a safe place for the young people.

The group meets in central Gloucester on alternate Saturdays. The duration of meetings was extended during the year, starting 15 minutes earlier at 11:45 and running until 15:00. This timing and location are to ensure the maximum ease of access to youngsters from anywhere in the county, whether they are 'out' to parents or not. Incorporated into this period is an occasional "gender group" for those youngsters, of whom there is a significant percentage in the overall group, who identify as on the trans-spectrum.

Sessions are planned well in advance on a 6-monthly basis, incorporating the ideas and desires of the members. The programme has covered a wide range of subjects, activities and trips, including:

Discussions on the progress to equality marking LGBT History Month; the legal position in other countries for LGB&T people; "How do you know if you are LGBorT?" and Coming Out issues, with members raising particular difficulties in their schools; Confidence and Self Esteem; Sexual Health and Healthy Relationships; Arts and Crafts; Flag-making; a Zumba Fitness Dance session linked to body image; Religion & LGB&T.

Are YOU aged 14-18?

Are you gay, lesbian, bisexual or transgender? - or questioning your sexual orientation or gender?

“GAY-GLOS Youth”
an LGB&T social group for Gloucestershire

make friends with others like you
in a safe environment
meeting fortnightly, daytime on Saturdays in Gloucester
(we may be able to assist you with transport costs)

GAY-GLOS
supporting GAY people, their families & friends
Charity Number: 1149572
Visit our website: gay-glos.org
email: youth@gay-glos.org
01452 306800

Project supported by the
Commissioner's Fund

Office of the
Police and Crime
Commissioner
Gloucestershire

We have had visits from: a PCSO/Trans & Gay Liaison Officer; local Drag Queens; and Active Gloucestershire. We celebrated being a group with a 3rd Birthday Party; a Christmas Party; and a meal out at a local restaurant marking Valentine's day.

A highlight of the year was the group's second Residential, during the October half-term - two nights living together in a Bunk House in the Brecon Beacons. As well as investigating the local woodlands the group spent a morning doing archery at an activity centre, and we marked an early 'Halloween' with pumpkin carving and a campfire.



Exploring woodland in The Brecon Beacons

Other trips have included: Birmingham Pride; Pride Cymru (Cardiff) and Gloucestershire Constabulary Open Day at Police HQ; a trip to Robinswood Hill country park for fresh air, frisbee, walking, much tree climbing! and a picnic; trampolining at Jumptastic; and Karting.



Trampolining at Gloucester's 'Jumptastic'

We also had a stall at Gloucestershire Pride where a number of prospective new members made contact. Members also took part in the Parade through the city centre.



Pride Cymru

Among several film showings were 'The Times of Harvey Milk' (to mark Gay History Month); and Pride (released in 2014). Others were included during our Brecon Residential.

All in all a very varied programme of discussion and activities to suit the very varied needs of the group.

40 new members joined over the course of the year, well up on the 18 of the previous year, staying with the group for varying periods of time. Membership over the course of the year ranged from 25-35+. There were 389 attendances over 27 GAY-GLOS Youth sessions – an excellent average of almost 15. Some members have been part of the group for almost 2 years and hardly missed a session over that time.

Events

GAY-GLOS has been represented at a number of key events in the county including: Holocaust Memorial Day hosted by Cheltenham Borough Council; Trans Memorial Day arranged by Gloscats; and as participants in Gloucestershire Pride both on the parade and with a stall on site. GAY-GLOS also had a presence at the LGBT History event organised by the Cheltenham LGBT Partnership and held at the University of Gloucestershire; and at Young Gloucestershire's annual Networking evening.

Finances

Our overall income from various sources (earned income, grants and donations) increased by some £4000 to just over £18,750 for the year. Grant income increased by £5300, made up of a 3rd year planned increase in the Police and Commissioner's (PCC) grant for the youth group, an uplift in the grant from Gloucester City Council for the same project and a new grant from the PCC for work on Hate Crime. The drop in donations was a reflection of a very a generous donation for the Youth Residential, although a further reduced sum from the same donor was received this year. We are grateful to all those who contribute to funding GAY-GLOS during difficult economic times.

Well over 500 hours were expended on consultancy/sessional work, however almost 10% were unpaid to keep within budgets. Additionally, in excess of a 1400 hours were contributed by volunteers including large amounts of time by trustees in the planning and delivery of services.

With prudent spending we were able to modestly increase our carry-forward for 2016/17. With a known reduction in grant income for the coming year our budget will anticipate spending most of this carry-forward. Ours has always been a hand to mouth existence and we have, as ever, 'cut our coat' accordingly.

Details of accounts are included on the next page.

The Future

Our focus will continue to be on young people whilst retaining as far as possible our levels of general support and strategic engagement. A major challenge will be to identify and secure funding for all elements of our work for the forthcoming years.

GAY GLOS Accounts 2015-2016

INCOME AND EXPENDITURE ACCOUNT

FOR THE PERIOD 1st APRIL 2015 - 31st MARCH 2016

	2015/16	2014/15
	£	£
INCOME:		
Grants	14,850.00	9,550.00
Earned Income	2,790.00	2,690.00
Donations	1,129.71	2,401.27
Fund Raising	109.30	121.57
TOTAL INCOME	<u>18,879.01</u>	<u>14,762.84</u>
EXPENDITURE:		
<u>General Expenditure:</u>		
Advertising and Promotion	105.98	288.14
Consultancy/Sessional Work - inc Youth Worker	9,048.32	7,863.20
Governance	0.00	250.00
Insurance	374.18	371.00
Internet Costs	67.20	111.60
Office Rental and Venue Hire (Youth)	1,065.00	1,190.00
Postage and Stationery	35.95	53.69
Telephone	314.57	422.24
Training and Welfare	215.60	168.00
Travel (sessional, volunteers and youth participants)	2,764.70	2,379.30
Youth Events/Materials/Refreshments	4,086.84	4,532.60
TOTAL GENERAL EXPENDITURE	<u>18,078.34</u>	<u>17,629.77</u>
Transferred to designated Funds	616.25	48.51
TOTAL EXPENDITURE	<u>18,694.59</u>	<u>17,678.28</u>
NET SURPLUS/DEFICIT FOR YEAR	<u>184.42</u>	<u>-2,915.44</u>
<hr/>		
Equity Funds brought forward from previous year	4,577.74	7,444.67
Net Surplus/(Deficit) for year	184.42	-2,915.44
Designated Funds transfer for year	616.25	48.51
Total Equity	<u>5,378.41</u>	<u>4,577.74</u>

GAY GLOS Accounts 2015-2016

BALANCE SHEET AS AT 31st MARCH 2016

	2015/16		2014/15	
	£	£	£	£
CURRENT ASSETS				
Cash at Bank		5,358.49		4,557.82
Cash in Hand		<u>19.92</u>		<u>19.92</u>
Total Current Assets		5,378.41		4,577.74
Current Liabilities Amounts falling due within one year		0.00		0.00
NET CURRENT ASSETS		<u>5,378.41</u>		<u>4,577.74</u>
ACCUMULATED FUNDS:				
Unrestricted	Balance brought forward from previous year	3,580.99		6,496.43
	Inc & Exp a/c ne surplus/deficit for year	<u>184.42</u>		<u>-2,915.44</u>
	Total Unrestricted Funds	3,765.41		3,580.99
Designated	Balance brought forward from previous year	996.75		948.24
	Plus transferred in/(out) for year	<u>616.25</u>		<u>48.51</u>
	Total Designated Funds	1,613.00		996.75
Sub-total: Total Equity		<u>5,378.41</u>		<u>4,577.74</u>
TOTAL ACCUMULATED FUNDS		<u>5,378.41</u>		<u>4,577.74</u>

DECLARATION

These accounts have been prepared from the financial records of GAY-GLOS.

With no further income or expenditure items I confirm that they accurately reflect all transactions made.

Hon Treasurer 31/03/2016